

INDEPENDENT SCHOOL DISTRICT NO. 194
Lakeville, MN 55044
M E M O

TO: School Board
Michael Baumann, Superintendent

FROM: Brenda Albrecht, Executive Director of Administrative Services

DATE: October 22, 2026

RE: Personnel Matters, October 27, 2026 School Board Agenda

A. RESIGNATIONS AND RETIREMENTS

First Name	Last Name	Position	Building/s	Employee Group	Type	Effective Date
Maura	Andrews	LTS, Grade 1	CVE	Teachers	Resignation	10/5/26
Jakayla	Banks	KZ Para	JFK	LEAF	Resignation	10/6/26
Divya	Damodaran	KZ Asst.	CHE	LEAF	Resignation	6/3/26
Michelle	Elbert	PT Cook	OHE	Student Nutrition	Resignation	10/14/26
Brianna	Ellis	Building nurse	OLE	LEAF	Resignation	8/27/26
Jaclyn	Fahrendorf	KZ Asst.	JFK	LEAF	Resignation	10/9/26
Reanna	Ferber	Sped Para	OLE	LEAF	Resignation	6/2/26

Kyra	Hansen	PT Cook	CVE	Student Nutrition	Resignation	9/21/26
Andrea	Mavady	Building support/Security	LNHS	LEAF	Resignation	10/19/26
Emily	Morse	LTS, Grade 5	OLE	Teachers	Resignation	10/14/26
Julie	Nizzari	Sped Para	LME	LEAF	Retirement	9/24/26
Lisa	Paterson	Special Ed Teacher	LME	Teachers	Resignation	9/25/26
Amelie	Raine	Security Support	KTMS	LEAF	Resignation	10/8/26
Susan	Rima	Sped Para	LVE	LEAF	Resignation	9/14/26
Kloey	Santas	KZ Asst.	LME	LEAF	Resignation	6/2/26
Adriana	Soto	Noon supervisor	EVE	Casual	Resignation	9/29/26
Angela	Taylor	Special Education Coordinator	KTMS/MMS	Non-Affiliated	Resignation	10/16/26
Daniel	Taylor	Systems Admin 2	DO	Non-Affiliated	Resignation	10/20/26
Kathy	Thompson	Special Ed Teacher	EVE	Teachers	Resignation	10/5/26
Barbara	Wiech	Night Lead Custodian	EVE	Custodian	Resignation	9/21/26

B. EMPLOYMENT RECOMMENDATIONS

First Name	Last Name	Salary	FTE/Hrs per Wk	Position	Employee Group	Building	Effective Date
Emily	Aldrich	B-2-1 Step 2	23.75 hrs/wk	Intervention Tutor/Noon supervisor	LEAF	HVE	10/19/26
Kristin	Chlan	A-1-1 Step 3	12.50 hrs/wk	Noon Supervisor	LEAF	CHE	10/19/26
Amy	Cooper	MA, Step 3	1.2 FTE	Math Teacher	Teachers	LOA	9/30/26
Andrew	Erickson	BA, Step 7	1.0 FTE	Special Education Teacher	Teachers	LSHS	10/5/26
Jacob	Fleischhacker	B-2-1 Step 3	37.50 hrs/wk	LTS Security/Bldg Support	LEAF	LSHS	10/20/26
Adrianna	Garcia	BA+30, Step 3	1.0 FTE	Special Education Teacher	Teachers	LME	9/28/26
Sarah	Gindorff	A-1-3 Step 2	15 hrs/wk & 10 hrs/wk	Kid Zone Para / Kid Zone Para-LTS	LEAF	EVE/LME-LTS	10/8/26
Emily	Gosen	Lane 1	1.0 FTE	Assistant Principal	Administrator	LME	10/5/26
Jordan	Hanen	Custodian Base	0.63 FTE	Part Time Day Custodian	Custodian	CMS	10/2/26
Brian	Hynes	B-2-1 Step 2	31.25	Sped Para	LEAF	OLE	10/26/26

			hrs/wk				
Jonathan	Jackson	\$170,000	1.0 FTE	Executive Director of Operations	Administrator	DO	11/9/26
Mark	Kennedy	A-1-3 Step 3	27.50 hrs/wk	Kid Zone Special Education Para	LEAF	JFK	10/5/26
Shabana	Khatoon	B-2-1 Step 2	31.25 hrs/wk	Sped Para	LEAF	EVE	10/7/26
Candice	Krmpotich	B-2-1 Step 3	31.25 hrs/wk	Sped Para	LEAF	LVE	10/12/26
Miley	Malszycki	A-1-2 Step 2	15 hrs/wk	Kid Zone Asst.	LEAF	JFK	10/5/26
Kelly	Mathews	A-1-1 Step 3	17.50 hrs/wk	Noon Supervisor	LEAF	HVE	9/23/26
Rachel	Max	PT Cook Step 1	15 hrs/wk	Part Time Cook	Student Nutrition	KTMS	9/28/26
Maeda	Muneeb	A-1-1 Step 3	10 hrs/wk	Noon Supervisor	LEAF	OLE	10/19/26
Anita	Namdev	B-2-1 Step 2	31.25 hrs/wk	ECSE Para	LEAF	CLEC	10/1/26
Evan	Owen	B-2-1 Step 2	28.75 hrs/wk	Security/ Building Support	LEAF	KTMS	10/19/26
Margaret	Parkhurst	B-2-1 Step 3	24 hrs/wk	ECSE Para	LEAF	CLEC	10/26/26
Eva Grace	Patterson	A-1-2 Step 2	25 hrs/wk	Kid Zone Asst.	LEAF	LVE	10/22/26

Destiney	Rison	Step 2	1.0 FTE	Kid Zone Instructor Float	Kid Zone Instructors	JPB	10/5/26
Ivette	Roman de Jesus	Step 1	4.5 hours per day	Part Time Cook	Student Nutrition	LSHS	10/19/26
Jose	Sanchez	Custodian Base	1.0 FTE	Night Custodian	Custodian	DW	10/1/26
Erin	Shea	B-2-1 Step 3	31.25 hrs/wk	Sped Para	LEAF	CVE	10/5/26
Megan	Shiek	BA+15, Step 3	1.0 FTE	Social Studies Teacher - LTS	Teachers	CMS	11/18/26
Samilyn	Skoog	MA, Step 5	1.0 FTE	Kindergarten Teacher	Teachers	EVE	10/8/26
Basdeo	Tarchand	Night Custodian	1.0 FTE	Night Custodian	Custodian	EVE	10/23/26
Samantha	Trainer	BA, Step 3	1.0 FTE	Grade 1 , LTS	Teachers	CVE	10/8/26
Zoya	Wahlstrom	B-2-1 Step 3	31.25 hrs/wk	Sped Para	LEAF	KTMS	10/7/26

Co-Curricular Recommendations:

Recommend approval of Schedule C and D Coaches and Advisor stipends

D. OTHER

1. Changes in assignment for LEAF staff

First Name	Last Name	Current Position	Current Location	Current Hrs/Wk	Proposed Position	Proposed Location	Proposed Hrs/Wk	Effective Date
Abigail	Gorman	Sped Para	HVE	31.25	Sped Para	EVE	31.25	9/8/26
Shannon	Haas	Small Wonders Assistant	CLEC	29.75	Small Wonders Assistant	CLEC	24.75	8/31/26
Shayra	McMahon	Nurse Sub	DW	Varies	Building Nurse	OLE	33.75	10/1/26
Lara	Olson	Kid Zone Para	CVE	30	Kid Zone Para	LME	30	9/28/26

2. Changes in assignment for Custodian staff

First Name	Last Name	Current Position	Current Location	Current Hrs/Wk	Proposed Position	Proposed Location	Proposed Hrs/Wk	Effective Date
Catherine	Franklund	Custodian - Float	DW	40	Building Chief, Temp	EVE	40	9/28/26
Fabian	Segura	PT Night Custodian	KTMS	25	Night Custodian	DW	40	10/19/26

3. Changes in assignment for EML staff

First Name	Last Name	Current Position	Current Location	Current FTE/Hrs/Wk	Proposed Position	Proposed Location	Proposed FTE/Hrs/Wk	Effective Date
Andrew	Bussen	Casual Special Education Teacher	LNHS	40 hrs/wk	Special Education Teacher	LNHS	1.0	10/1/26
Emma	Baker	Art	EVE/OLE	1.0	Art	EVE/OLE	1.0	10/12/26
Lee	Bowman	DAPE/PE	EVE	1.0	DAPE/PE	EVE	1.0	10/12/26
Katelyn	Haes	Community Ed-Summer	JPB	Varies	Kindergarten Teacher-LTS	LVE	1.0	11/11-4/5/27
Brayden	Hoen	DAPE	EVE/LME	0.79	DAPE	EVE/LME	0.86	10/12/26
Maureen	Maguire	ELA Teacher	KTMS	1.0	ELA Teacher	KTMS	1.2	10/26/26
Deb	Mason	Choir Teacher	KTMS	1.0	Choir Teacher	KTMS	1.2	9/8/26
John	McFarland	Phy Ed Teacher-LTS	LME	1.0	Phy Ed Teacher-LTS	LME	1.0	10/2/26

Elizabeth	Pfieffer	Special Education Teacher	OLE	1.0	Special Education Teacher	OLE	1.2	10/12/26
Phetmany	Philavanh	Special Education Para	LSHS	31.25 hrs/wk	Special Education Teacher-LTS	LSHS	1.0	8/27/26
Nolan	Polson	LTS Social Studies	LSHS	1.0	LTS Sub Social Studies	LSHS	1.0	10/26/26 to approximately 12/1/26
Makenna	Samuels	Special Education Teacher	OLE	1.0	Special Education Teacher	OLE	1.2	10/12/26
Whitner	Schellingerhoudt	Music	EVE/LME	1.0	Music	EVE/LME	1.0	10/12/26
Janet	Stanley	Secondary Math Teacher	KTMS	1.0	Secondary Math Teacher	KTMS	1.2	9/24/26
Sophie	Vigesaa	Reading Interventionist -LTS	EVE	1.0	Elementary Art-LTS	EVE	1.0	11/18/26
Sophie	Vigesaa	Reading Interventionist -LTS/Casual	EVE	40 hrs/wk	Reading Interventionist -LTS	EVE	1.0	9/21/26

4. Changes in assignment for Non-Affiliated staff

First Name	Last Name	Current Position	Current Location	Current Hrs/Wk	Proposed Position	Proposed Location	Proposed Hrs/Wk	Effective Date
Ryan	Huss	Coach	LSHS	Varies	Infrastructure Manager	DO	1.0	10/12/26

5. Changes in assignment for Non-Licensed staff

First Name	Last Name	Current Position	Current Location	Current Hrs/Wk	Proposed Position	Proposed Location	Proposed Hrs/Wk	Effective Date
Hailey	Roloff	Sped Para	MMS	31.25	Kid Zone Instructor	EVE/OHE	31.25	10/6/26

6. Termination of Non-Affiliated Employee on 9/29/2026.

7. Dashboard Report as of 10/22/2026.

BA/jj

Schedule C Coaches/Advisors - RECOMMENDATIONS						
Last Name	First Name	Location	Assignment/Activity	Position	Season	Fund
Bachmeier	Noah	LSHS	Strength and Conditioning	Asst	Fall Coaches Activities	District
Baese	Jennifer	LNHS	Student Voices	Hype Squad	Year	District
Barta	Katie	LSHS	Tennis, Girls	Asst	Fall Coaches Activities	Booster
Baumbach	Jack	LNHS	Noon Duty	NA	Semester 1 Divided	District
Beschorner	Angela	LSHS	Sr. Class Advisor	Head	Year	District
Bieniek	Chad	LSHS	Band (Marching)	Head	Year	District
Bieniek	Chad	LSHS	Band (Winter Pep Band)	Head	Year	District
Brott	Julie	LSHS	HS Vocal (Choir)	Head	Year	District
Brott	Julie	LSHS	HS Vocal (Harmony)	Asst	Year	District
Buck	Mason	LSHS	Link Crew	Asst	Year	District
Cao	Tom	LSHS	Strength and Conditioning	Asst	Fall Coaches Activities	District
Carlson	Cody	LSHS	Drama-Fall Musical	Head	Fall Activites	District
Carlson	Cody	LSHS	Drama-Fall Musical	Asst	Fall Activites	District
Cassery-Smith	Mary	LSHS	Student Voices	10th Grade	Year	District
Castonguay	Nicholas	LSHS	Band (Marching)	AST	Year	District
Castonguay	Nicholas	LSHS	Band (Winter Pep Band)	Head	Year	District
Differding	Janice	CHE	Music Specialist	Head	Year	District
DiTolla	Abigail	LNHS	Student Voices	Hype Squad	Year	District
Eaker	Elizabeth	MMS	MS Vocal Group	HEAD	Year Long - Fine Arts	District
Elias	Kelly	LSHS	Band (Winter Pep Band) Asst	Asst	Year	District
Elias	Kelly	LSHS	Band (Winter Jazz Band)	Asst	Year	District
English	Patricia	LSHS	Sr. Class Advisor	Head	Year	District
Fleischhacker	Jackie	LSHS	DECA	Asst	Year	District
Fleischhacker	Jackie	LSHS	Link Crew	Asst	Year	District
Grawe	Betsy	LSHS	KEY Club	Head	Year	District
Grawe	Elizabeth	LSHS	Student Voices	Head	Year	District
Grawe	Elizabeth	LSHS	Student Voices	9th Grade	Year	District
Green	Peyton	LSHS	Band (Drum Line)	Asst	Year	District
Hanson	Devin	LSHS	Student Voices	11th Grade	Year	District
Hoffa	Bryce	LNHS	Noon Duty	NA	Semester 1 Divided	District
Hoffman	Ann	MMS	MS Student Council	HEAD	Year Long Advisor	District
Kelly	Kaitlin	LSHS	Jr. Class Advisor	Head	Year	District
Krubsack	Jeff	MMS	MS Jazz Band	HEAD	Year Long - Fine Arts	District
Krueger	Jennifer	CVE	Music Specialist	Head	Year	District
Krueger	Jennifer	HVE	Music Specialist	Head	Year	District
Loesch	Nathan	KTMS	MS Jazz Band	CO-HEAD	Year Long - Fine Arts	District
Malloy	Rachel	LSHS	HOSA	Head	Year	District
Mason	Deb	KTMS	MS Vocal Group	HEAD	Year Long - Fine Arts	District
McBride	Madison	LSHS	Student Voices	12th Grade	Year	District
McCabe	Sarah	LSHS	National Honor Society-NHS	Head	Year	District
McCabe	Sarah	LSHS	Student Council	Head	Year	District
Mohn	Tamara	LSHS	SADD	Head	Year	District
Neutz	Alicia	LNHS	Student Voices	Hype Squad	Year	District
Nielsen	Matt	LNHS	Band	Asst	Year	District

Nielsen	Melissa	LNHS	Band (Flag Core)	Asst	Year	District
Nielsen	Matt	LNHS	Band (Drum Line)	Asst	Year	District
Nielsen	Melissa	LSHS	Flag Core (Color Guard)	Asst	Year	District
Nielsen	Melissa	KTMS	MS Jazz Band	CO-HEAD	Year Long - Fine Arts	District
Nolan	Cindy	LSHS	DECA	Head	Year	District
Nygaard	Kasey	LSHS	Drama-Fall Musical	Asst	Fall Activites	District
Plante	James	LNHS	Choir	Asst	Year	Volunteer
Raymond	Kari	LSHS	Volleyball, Girls (JV) HC	JV Head	Fall Coaches Activities	Booster
Remington	Mike	LSHS	Yearbook	Head	Year	District
Sahli	Scott	LSHS	Strength and Conditioning	Head	Year Long	District
Schellingerhoudt	Whitner	LME	Music Specialist	Head	Year	District
Schloo	Angela	HVE	Music Specialist	Head	Year	District
Schloo	Angela	JFK	Music Specialist	Head	Year	District
Schroedter	Kendall	LSHS	Soccer, Girls (B)	Asst	Fall Coaches Activities	Booster
Seegar	Sophie	HVE	Music Specialist	Head	Year	District
Seegar	Sophie	LME	Music Specialist	Head	Year	District
Seis	Cale	LSHS	Newspaper Club	Head	Year	District
Semantel	Michelle	CHE	Music Specialist	Head	Year	District
Semantel	Michelle	OHE	Music Specialist	Head	Year	District
Sherlock	Jessica	CHE	Music Specialist	Head	Year	District
Shorey	Elsa	LSHS	Link Crew	Asst	Year	District
Stocker	Jacob	LSHS	Esports	Head	Year	District
Wanken	Matthew	LNHS	Band	Head	Year	District
Whipple	Andrew	LSHS	Drama-Fall Musical	Asst	Fall Activites	District
Wilson	Victoria	KTMS	MS Student Council	HEAD	Year Long Advisor	District
Zilge	Mary	LME	Music Specialist	Head	Year	District

Report Date of 10/22/2026

Row Labels	ALL SAINTS SCHOOL	CMS	CVE	CHE	CLEC	DO	EVE	HVE	JFK	JPB	KTMS	LME	LVE	LNHS	LOA HS	LOA MS	LPA	LSHS	MMS	OHE	OLE	Grand Total
CUSTODIAL/MAINTENANCE		6	3	4	3	30	4	4	3		6	3	3	10				9	6	2	3	99
EDUCATION MINNESOTA LAKEVILLE	1	57	53	42	58	28	47	44	50	4	59	51	41	97	12	1	8	95	58	43	33	882
LAKEVILLE EDUCATION ASSISTANTS	1	20	28	25	51	21	28	24	31	6	22	30	20	34			2	36	26	22	18	445
NON AFFILIATES		1			4	82	2			12			1	3			1	3				109
NON LICENSED INSTRUCTORS			1	1	7	1	1		2	3		1	1							1	1	20
SCHOOL ADMINISTRATORS		4	1	1			1	1	1		4	2	1	5				5	4	1	1	32
SCHOOL BOARD						5																5
STUDENT NUTRITION		8	4	4	1		4	5	5		9	6	5	15				14	8	4	4	96
SUPERINTENDENT AND CABINET						6																6
Grand Total	2	96	90	77	124	173	87	78	93	25	100	93	72	164	12	1	11	162	102	73	60	1695

Open Positions by Category	60
ABE	2
Elementary Teachers	3
Health Services	4
Licensed Specialists	4
Maintenance/Custodial	4
Related Services Specialists	2
Secondary Teachers	2
Special Education	6
Student Nutrition	7
Support Staff	25
Technology	1